

**CWU YES**

Youth Empowerment Strategy

**CWU** Youth  
Today and Tomorrow

**GET ACCESS  
GET ACTIVE  
GET INVOLVED**



**BILLY  
HAYES  
GENERAL  
SECRETARY**

# NATIONAL YOUTH EDUCATION EVENT **CARDIFF 2009**

**W**elcome to the 2009 National Youth Education Event. This truly is one of the highlights of the CWU's year and its importance is shown by the fact that all four senior officers, plus a host of other national officials make an effort to join you. This is in fact the only time they are all together apart from Annual Conference.

If you need an illustration of why the event is so important, one just needs to look at the times we are living in. We have major industrial relations challenges across our employers. We have a government that is not as responsive as we would want, but an alternative waiting in the wings which is even worse. We have the growing challenge of climate change and a battle to make sure we have a joined up approach to dealing with that.

In all these challenges, we build alliances and work with like-minded people, but ultimately it is up to us to recruit, organise and mobilise in defence of our jobs, our industry and our communities.

You may not think that by coming to the NYEE is part of that, but it most certainly is. So thank you for being here, enjoy the weekend and stay active.



**SIMON  
SAPPER  
NATIONAL  
YOUTH OFFICER**



**RALPH  
FERRETT  
YAC CHAIR  
PLYMOUTH & EAST CORNWALL**

**H**ello and welcome to the National Youth Education Event in Cardiff. This is the 8th such event and if the other seven have been anything to go by you will hopefully leave here exhausted but enthused.

The Youth Advisory Committee – who are elected each year at Annual Conference for a one year term of office – have tried to reflect the issues that you tell us are important. We have contributions from the General Secretary and the Senior Deputy General Secretary on the political and structural direction of the union, and your role in it. We have the two industrial Deputy General Secretaries leading roundtable discussions on the live industrial issues facing our young members today at work. We have sessions dealing with debt, knife crime, sexual health and fighting the far right. And we round it all off with a Mock Conference which past participants have said is as close as you can get to the real thing.

All of this is designed to give you more knowledge, experience and confidence about the CWU and your role within it. But it's not heavy, formal and dull – the sound that I hope we'll most frequently be heard will be that of laughter.

Thank you very much for giving up your time and willing to become involved. I hope this weekend make you want to go back to your workplaces and communities and redouble your efforts. If you have any questions at all please do not hesitate to ask me or any member of the YAC. Don't think that it is trivial or unimportant – if it is an issue to you then it is an issue to us.

*Enjoy the weekend!*

**C**olleagues, As we embark on the 8th National Youth Education event we see that the CWU youth movement is no longer that young and is now an established part of the makeup of the union.

For many of us 2009 has been a difficult year, an economic crisis has dominated headlines. It seems that the blame for what happened is once again being laid at the feet of ordinary working people like us rather than those who caused the crisis.

At work there have been unprecedented challenges facing us whether we work for Royal Mail, BT, O2, Orange or any of the other businesses where the CWU represents people.

However by coming here this weekend, by being part of a union, you are all taking the steps to improve these situations and make things better for yourselves and for those you work with.

This event is designed to be interesting for young CWU members and I hope that everyone can enjoy themselves and take something valuable back to your work places and branches. I hope that this will give you a platform to become very active members of the CWU and that this weekend is where something starts for you!

The YAC is here to represent the views and opinions of young CWU members so please take the opportunity presented by this weekend to get involved and to have your say.

**Ralph Ferrett**

YAC Chair, Plymouth and East Cornwall

**THE  
YOUTH  
COMMITTEE  
2009/2010**

<b>Ralph Ferrett</b> (Chair)	Plymouth & East Cornwall
<b>Jamie Jenkins</b> (Vice Chair)	South Wales
<b>Stephen Gribben</b>	Northern Ireland West
<b>Kye Dudd</b>	Bristol & District Amal
<b>Mel Reynolds</b>	Suffolk Amal
<b>Sean Moran</b>	Manchester Clerical
<b>Geraint Cooper</b>	South East Wales Amal
<b>Claire McCaughey</b>	Scotland No.1
<b>Darren Bracey-Wright</b>	London South West Thames
<b>Simon Sapper</b>	National Officer
<b>Gary Jones</b>	National Executive
<b>Carl Maden</b>	National Executive
<b>Eddie Beese</b>	National Executive
<b>Katrina Quirke</b>	National Executive
<b>Steve Ratcliffe</b>	UMF YES Project Worker
<b>Maeve Kennedy</b> (Ex-Officio)	Central & West Lancs
<b>Gareth Eales</b> (Ex-Officio)	Northamptonshire Amal
<b>Jo Thair</b>	PA

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GET ACTIVE  
GET INVOLVED**

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**CLOSING DATE 31ST DEC 2009**

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# WORKING TOGETHER GUIDELINES

CWU is committed to the fullest possible participation of all its members in the activities of the trade union. In particular; women, black, lesbian, gay men and disabled members have the right not to be made to feel ill at ease or distressed at the event as a result of other participant's behaviour.

The following guidelines have been drawn up to help participants meet CWU's commitment to the full participation of all its members in a practical and constructive way. You will see that underlying this guide is a commitment to the principle that everyone has equal rights to benefit from, to contribute to and enjoy the training event. This means, among other things, that we should avoid language and behaviour that is unacceptable to other members, because it is sexist, racist, homophobic or offensive to disabled people.

We assume that course members will agree with these principles and hope the guidelines will assist in putting them into practice.

## Working Together

A key feature of trade union education is the value it places upon the knowledge, experience and skills that each member brings with them to the event – both in terms of their trade union work and their everyday lives. It is important that everyone feels equal and able to make a contribution if they so wish:

- ✓ Listen to what others have to say and avoid being dismissive of their contribution
- ✓ Wait until a speaker has finished and do not interrupt their train of thought
- ✓ Aim to have reasoned discussion, not arguments
- ✓ Any criticism should be constructive and help members to develop confidence, skills and knowledge
- ✓ Make your own contribution as clear and concise as possible and do not dominate the discussion
- ✓ Ensure that everyone who wishes to speak is given encouragement and the opportunity to do so
- ✓ It is equally important that members on the course can speak openly about problems they or their members have experienced in the full knowledge that personal or sensitive information is restricted to the classroom

*Confidentiality must be respected.*

## Language

Language is important and CWU's policy is not to use language which offends or hurts people. This type of language should always be avoided as it causes distress. Often it is a reflection of stereotyped thinking about CWU's membership and policies. Do not be surprised if you are challenged if you make broad sweeping generalisations about a group of CWU members, e.g. that women only go out to work for pin money.

Language which contains anti-lesbian, anti-gay or disablist sentiments and which is abusive or threatening in any way should not be used and nor should jokes or comments which perpetuate discrimination.

## Jargon

Jargon is a barrier to good communication. The more we become involved in trade union work, the more likely we are to use jargon. Take care to explain any jargon or initials you use which other members may not be familiar with, so that everyone understands what you are talking about.

## Harassment

There must be no sexual, ageist, racist, anti-lesbian/gay or disablist harassment of any kind.



**Sexual harassment** – is defined as any unwanted and unwelcome sexual comments, looks, actions, suggestions, or physical contact that is found to be objectionable and results in an unpleasant or intimidating environment being created.

**Racial harassment** – is defined as any unwanted and unwelcome terms, comments, looks, actions or behaviour relating to a person's race, ethnic origin or colour which members of a racial, cultural or religious group find offensive and results in an unpleasant or intimidating environment being created.

**Anti-Lesbian/Gay harassment** – is defined as any unwanted and unwelcome terms, comments, actions, looks or behaviour relating to a person's sexual preference or lifestyle which is found to be objectionable and results in an unpleasant or intimidating environment being created.

**Anti-disability harassment** – is defined as any unwanted and unwelcome terms, comments, actions, looks or behaviour relating to a person's condition or speculation about a person's condition.

**Outside Business Hours** (Tea/Coffee/Lunch Breaks) – what has been outlined as guidance for behaviour during business hours is equally applicable to the scheduled breaks during the weekend.

## Social Time

The social side of CWU events – discussions in the bar for example – should be both enjoyable and valuable. It is important that this is true for everyone. This means, on the one hand, making sure that everyone feels able to join in if they want to – just as in class – on the other hand, not putting pressure on individuals to fall in with a group if they do not want to. e.g. drinking alcohol, going out or staying up late. If you stay up late yourself, be careful not to disturb others, everyone needs to be able to participate fully at the first session in the morning.

## Time Keeping

The weekend has a tight timetable and members are responsible for their own time keeping. When participating in the weekend you will often have a limited amount of time. Make sure you use it well and return to the main group in time for the report back.

## Mobile Phones

Using mobile telephones during working sessions or leaving them switched on for incoming calls during the working sessions is not acceptable.  
**PLEASE SWITCH THEM OFF**

## Smoking

By law, smoking is not permitted in any inside part of the hotel. Smokers who have difficulty in abstaining until scheduled breaks will be permitted to take smoking breaks during group/syndicate work, but not plenary sessions. Delegates will be advised of the hotel's external designated smoking areas/shelters at the event.

## Conclusion

These guidelines are intended for you to use during the weekend to counter problems as they arise, and to ensure that no-one feels excluded from the event as a result of language, actions or attitudes of other participants. They also seek to promote CWU's policies on discrimination and equal opportunities in a positive way as far as the conduct of trade union education events is concerned.

## TIMETABLE FOR THE WEEKEND

(COULD BE SUBJECT TO CHANGE)

### FRIDAY 16TH OCTOBER

17.45	<b>Registration: Welcome:</b>
18.00	<b>Welcome:</b> Ralph Ferrett YAC Chair, Jamie Jenkins YAC Vice Chair, RYC Secretary, Gary Watkins Regional Secretary
18.15	<b>Keynote Speech:</b> Tony Kearns, SDGS
18.45	<b>Icebreaker:</b> Getting to know you session
19.30	Dinner

### SATURDAY 17TH OCTOBER

09.00	<b>Introduction to the Day</b>
09.30	<b>Keynote Address:</b> Billy Hayes, General Secretary
10.00	<b>The Big Debate</b>
11.00	Tea/Coffee Break
11.15	<b>Workshops – see right</b>
13.00	<b>Lunch</b>
13.45	<b>Industrial Roundtable discussions</b>
15.30	Tea/Coffee Break
15.45	<b>Group Sessions:</b>
16.45	<b>Conference procedures and motions</b>
17.00	<b>Group Sessions:</b> consideration of motions
18.00	Finish
19.00	Dinner/Social

### SUNDAY 18TH OCTOBER

09.30	<b>Workshops – report back</b>
10.30	<b>Mock Conference</b>
11.45	<b>Review of event and where next</b>
12.00	Close and lunch

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[www.cwu.org](http://www.cwu.org)  
020 8971 7200

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## WEEKEND WORKSHOPS

On Saturday morning, we will be running our usual workshops on issues nominated by young activists themselves. Everyone will be offered one of their top two preferences if at all possible. The subjects may need to change if there are unforeseen circumstances.



### DEBT

Have we lived too long on easy credit, assuming we will never have to repay what we have borrowed? Personal debt has reached record levels, but is this inevitable and is it a problem? This workshop, based on the BBC's RAW project looks at causes, solutions and options.



### FIGHT THE FAR RIGHT

National Secretary of Unite Against Fascism, Weyman Bennett leads a discussion on how to mobilise against the BNP and their fellow-travellers – and why that task has reached a critical phase.



### A STAB IN THE BACK?

Concern about knife-crime has reached epic proportions. The message of "it's not big and it's not clever" is not universally heard. South Wales Police will lead discussions on counter-knife strategies in the community – and they are as keen to listen to us as they are to share their thoughts about the way forward.



### SEX!

Sexually transmitted diseases or STDs affect young people more than any other age group. We ran a workshop on this in 2004 and it got rave reviews. Find out all you ever needed to know about sexual health in a discussion led by experts from the Cardiff GUM clinic (that's genito-urinary medicine, and nothing to do with Wrigleys!)

# Climate Solidarity

for a just future

**Do you want to get involved in action on climate change at work?**  
Train to be a 'Climate Solidarity' presenter and mobilise people you work with!

Everyone knows that climate change is a threat. But we are all struggling to 'get our heads around' what we should be doing. Is it up to us as individuals to act? Or the government? Should businesses and organisations be taking the lead? What about trade unions?

**What is Climate Solidarity?**  
A group of unions – the Communication Workers Union (CWU), the National Union of Teachers (NUT), the Public and Commercial Services Union (PCS) and the University and College Union (UCU) – working with a charity, the Climate Outreach and Information Network (COIN), have launched a rank and file campaign to work with the collective strength of union members.

We hope to start a wave of action across the country that will change how union members work and live as well as making sure employers act on carbon emissions.

**How will it work?**  
We plan to train at least 180 union members as 'presenters'. Once trained they will make short presentations about climate change – in workplaces, at branch meetings, events, etc.



### What will presenters do?

- Attend a **1-day training session** run by COIN and the union (travel expenses will be paid).
- Run workshops** for about six workplaces / meetings / events (this could for example be different employers in your own building or it could be somewhere else close by) for about 30-45 minutes with small groups of staff (mostly about 10-20 people).
- Get the names** of people interested in a particular type of action (see below).
- Encourage members to start an **Action Group**.
- Keep in contact** with the Action Groups that you have created over the six months.

### What will Action Groups do?

After the presentations union members will set up Action Groups (each with an Action Group Leader). These groups of members will work together on a carbon-cutting target for a six-month period meeting once a month. We hope to get over 1,000 action groups going over the two year project.

### Action Groups can choose one (or more) of the following activities:

- cutting electricity use and transferring to green electricity
- turning down boilers, turning off lights, managing the use of kettles, cookers etc
- commuting more efficiently, for example looking at public transport options, car sharing within the group/workplace, cycling or walking to work
- tuning cars to cut emissions, learning new lower-fuel driving skills
- home insulation – for example, installing (in each other's homes) energy saving measures such as draught proofing, pipe and tank lagging, loft insulation, radiator reflectors etc
- food including buying local, group meals (such as lunch at work), bulk ordering of local / organic food at a discount and cutting out food waste.

**And – asking employers to take action in the workplace.**

For information please contact Simon Sapper at CWU Head Office:

email: [youth@cwu.org](mailto:youth@cwu.org)



Climate Solidarity is supported by DEFRA



For more info: [www.climatesolidarity.org.uk](http://www.climatesolidarity.org.uk)